



State of Wisconsin
Department of Workforce
Development

You're invited to the Fond du Lac **LABOR LAW CLINIC!**

- October 3, 2006 (Tuesday)
- 8:30 a.m. - 3:30 p.m.

- Holiday Inn
- Fond du Lac, WI

Here's What's on the Program:	8:30 a.m. - (<i>sharp</i>) KICKOFF
	8:45 a.m. - " <u>Deciding Who Is Eligible for Unemployment Insurance Benefits</u> " <i>Carol Kincaid</i>
	10:00 a.m. - Break
	10:15 a.m. - " <u>Defining Misconduct Under Wisconsin's UI Law</u> " <i>Carol Kincaid</i>
	11:45 a.m. - Buffet lunch in the Holidome
	12:30 p.m. - " <u>Understanding the Principles of Worker's Compensation Law</u> " <i>James T. O'Malley</i>
	1:45 p.m. - Break
	2:00 p.m. - " <u>Workplace Harassment</u> " <i>Monica Erdmann</i>
	3:30 p.m. - Adjournment
Time?	Doors open at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.
What's the Cost?	\$77 per person. Substitutions allowed. PRICE INCLUDES: continental breakfast items upon arrival (juice, coffee, and rolls), refreshments at breaks, and lunch; handouts for all presentations on the agenda, plus other DWD handouts.
Site?	Holiday Inn , 625 Rolling Meadows Drive, Fond du Lac, WI 54935 (Holiday Inn is located at the intersection of Hwy. 41 and Hwy. 151). (920) 923-1440
Here's How To Register	Complete and return the form that appears below. Seating is limited so early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Note: Last day for refunds or cancellations is September 29, 2006. Registrations not cancelled by this date shall be subject to full payment of the registration fee. Contact Fond du Lac Area Job & Career Center at (920) 929-3942 if you wish to confirm that your registration was received or to cancel. Please keep all of the above information for future reference. Return only the reservation form.

PLEASE RESERVE ____ SEATS AT THE FOND DU LAC Labor Law Clinic at \$77 each for a total of \$_____.

(Enclose full payment if paying by check or money order. Make checks payable to: "**Fond Du Lac Job and Career Center**")

Name(s) 1. _____ 3. _____

2. _____ 4. _____

Company/firm
Name _____

St. Address (P.O. Box) _____

City _____ State _____ Zip _____ Phone _____

TO REGISTER: Mail this form to: **Fond du Lac Area Job & Career Center, Attn: Labor Law Clinic Coordinator, 349 North Peters Ave., Fond du Lac, WI 54935** OR Fax to **Fond du Lac Job & Career Center** at (920) 929-3924 and mail payment separately to the address shown above. **Choose only ONE reservation method.**

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HERE'S WHAT WE'LL COVER!

8:45 a.m. “Deciding Who Is Eligible for UI Benefits” - Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as ‘able to work’ and ‘available for work’ are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10:15 a.m. “Defining Misconduct Under Wisconsin’s UI Law” - Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant’s disqualification for UI benefits. Covers what is and isn’t a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

12:30 p.m. “Understanding the Principles of Worker’s Compensation Law” - Focuses on two basic areas: 1) an overview of the key principles which underlie the WC system and, 2) practical, useful ideas for employers to implement in handling WC claims. Practical advice is provided on establishing an effective injury reporting process, receiving employee accident reports, communicating with WC insurance carriers, investigating reports of work-related injuries and steps to follow to present evidence on behalf of employers at hearings.

2:00 p.m. “Workplace Harassment” - Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

HERE ARE YOUR PRESENTERS

CAROL KINCAID Carol is an Unemployment Benefit Specialist currently assigned to the Disputed Claims unit. She has worked in UI for about 25 years, as an adjudicator, a Quality Control auditor, and a fraud investigator. In her current position she trains and evaluates adjudicators, provides technical assistance on more complex claims, acts as an expert witness in UI appeals hearings, and responds to inquiries from employers, claimants and the legislature. Carol received a B.S. in Political Science from the University of Wisconsin-Whitewater in 1973..

JAMES T. O'MALLEY is the Director of the Bureau of Legal Services. He had served as an Administrative Law Judge with the Worker’s Compensation Division since July 1984 and since October 1989 as a section chief. From November 1976 to July 1984 Jim was an Administrative Law Judge in the Division of Unemployment Insurance. He also served as a member of the Executive Committee of the International Association of Industrial Accident Boards and Commissions from 1991-93. He is a 1972 graduate of the University of Wisconsin-LaCrosse and received his law degree from St. Mary’s University in 1975.

MONICA ERDMANN has been employed as an investigator with the Civil Rights Bureau of the Wisconsin Equal Rights Division since 1992. During her employment with the Equal Rights Division, Monica has investigated and worked to resolve numerous complaints dealing with discrimination, the Wisconsin Family and Medical Leave Act and other prohibited actions. She has spoken regarding these issues to employer, employee and student groups since beginning her employment with the Department. Monica works out of the Equal Rights Division field office in Menasha. She graduated from UW-Oshkosh in 1988.

IS THIS YOUR FIRST CLINIC?

THIS DAYLONG CLINIC will include speakers from the Equal Rights, Worker’s Compensation, and Unemployment Insurance Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

A schedule of **FUTURE LABOR LAW CLINICS** can be viewed on the Department of Workforce Development website at: <http://dwd.wisconsin.gov/laborlaw/>